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## EDUCATIONAL ALLOWANCES FOR MINOR DEPENDENTS OF AGENCY PERSONNEL

### 1. PROBLEM

What legislation, if any, should be sought by the Agency concerning allowances to officers and employees for the education of their minor dependents while at permanent stations outside the continental United States?

### 2. FACTS BEARING ON THE PROBLEM

a. The Agency does not now have either a formal policy or consistent practice concerning educational allowances for school-age dependents of its personnel stationed in foreign countries or in United States possessions and territories.

b. Legal opinion states that there is no uniform or specific authority within the Agency to expend money for such educational allowances.

c. Post differential payments made to employees of this Agency are based on a variety of hardship factors and paid as a percentage of the employee's salary without regard to existence or number of dependents.

d. Educational facilities for school-age dependents in various locations, particularly in foreign countries, are frequently unsuitable, inferior, excessively expensive, or non-existent.

e. The military services have authority to pay tuition costs for dependents of their military personnel and civilian employees at foreign military posts.

f. Other governmental agencies, including the Department of State, do not have authority to pay allowances for education of dependents of their employees overseas.

g. The Bureau of the Budget has sponsored a committee, including representatives of State, FOA, Defense and CSC, to draft an "Overseas Civilian Service Act" to consolidate and revise the laws relating to overseas and territorial civilian employees. A sixth draft provides in pertinent part:

"(4) An education allowance or grant as follows:

(1) An allowance to assist an employee

(a) to provide for the elementary and secondary education of his minor dependents, including costs of tuition, board and room, correspondence courses and related costs;

(b) to transport his minor dependents, whenever adequate elementary and secondary educational

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facilities are not available at the post at which he is serving, to and from the nearest locality where such facilities are available."

### **3. DISCUSSION**

a. The concept of Career Service in the Agency contemplates that employees serve, when and where required, in the best interests of the Agency. It is inevitable that many employees with minor dependents will be required to serve in localities without adequate elementary and secondary educational facilities while accompanied by such dependents.

b. It is therefore considered that an allowance for elementary and secondary level education of minor dependents of such employees is a legitimate goal for this Agency.

c. Legislative precedent for such allowances exists with reference to the military services.

d. It is desirable that legislation permit such allowances to be authorized, in the discretion of the DCI, in United States possessions and territories as well as in foreign countries.

e. One vehicle for the establishment of adequate authority is the draft legislation sponsored by the Bureau of the Budget to equalize, by payment of an allowance, the costs of education of minor dependents overseas.

### **4. CONCLUSIONS**

a. Payment to officers and employees of an allowance for elementary and secondary level education of minor dependents in their company while serving in localities without adequate educational facilities or where the costs of such facilities are excessive would serve to encourage career service.

b. Legislative authority in addition to that now extended to the Agency is necessary before such allowances may be paid.

c. The purpose of such allowances should be to assist officers and employees to provide for elementary and secondary education of minor dependents, but not to pay all costs directly and indirectly connected with such education.

d. Factors which should be considered in computing such allowances are:

(1) A curriculum generally equivalent to that available in the public schools of Washington, D. C.;

(2) The amount of tuition and fees charged for minor dependents attending the public schools of Washington, D. C.;

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(3) Tuition, board, and room, correspondence courses and related costs; and,

(4) Transportation to and from the nearest locality where a generally equivalent curriculum is available.

e. The legislation should authorize allowances, as required, for personnel stationed in foreign countries and in United States possessions and territories.

f. The legislation should cover all Agency personnel in order that the Director of Central Intelligence could authorize educational allowances in extraordinary circumstances for foreign nationals who are not indigenous to the area of employment.

g. The Agency should seek legislation on this subject in the following order:

(1) Secure the required specific authority in an Agency legislative program designed to further career service in the field of national intelligence;

(2) In the event the Agency should not advance a legislative program, then support legislation advanced by the Bureau of the Budget for general application to governmental agencies and obtain extension of such legislation to this Agency; or,

(3) If neither of the above is feasible during the next session of the present Congress, then budget specifically for such allowances in the next Agency appropriation bill, thus seeking to establish annual legislative precedent and authority for such allowances.

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In accordance with the CIA concept of a professional career service, a career employee accepts the obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of CIA. As a result of this concept, many employees with minor dependents are required to serve in overseas localities where elementary and secondary educational facilities are unsuitable, inferior, excessively expensive or non-existent. It is believed that the Agency should be authorized to pay an educational allowance to offset the difficulties referred to. The lack of such authority can result in a difficult financial situation for the individual employee with a resulting damage to his morale and effectiveness. In some cases it may result in the Agency losing his services outright.

The legislation proposed by the Agency would enable it to provide an allowance for the elementary and secondary school education of a minor dependent accompanying an Agency employee to an overseas destination. The allowance would partially defray the higher cost of education of minor dependents in overseas areas as compared with the normal cost of such education in public schools in the United States. It is to be noted that under the authority requested the Agency would be able to pay educational allowances to some foreign nationals. The CIA believes such authority is necessary in view of the fact that certain foreign nationals with long periods of service are employed by the Agency in overseas areas to which they are not indigenous. It is not contemplated that this authority would be used to pay educational allowances to individuals who are indigenous to the area in which they are employed.

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